

Maine Civil Rights Team



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Civil Rights and Anti-Harassment Policy Statement for USDA Natural Resources Conservation Service and Farm Service Agency in Maine

As State Conservationist of the Natural Resources Conservation Service (NRCS) and State Executive Director of Farm Service Agency (FSA) in Maine, we fully support the policy of USDA to provide equal opportunity for all persons without regard to race, color, national origin, age, disability, sex, gender identity, religion, reprisal, political beliefs, marital status, familial or parental status, sexual orientation, and protected genetic information. Prohibited discrimination is a violation of Title VI and Title VII of the 1964 Civil Rights Act and will not be tolerated.

We are fully dedicated to ensuring that all persons associated with NRCS and FSA in Maine comply with every aspect of our Nation's Civil Rights laws and policies. All employees are expected to model equal opportunity, civil rights, and cultural transformation; managers and supervisors must demonstrate an elevated regard by supporting these same principles.

In addition, all employees have a right to work in an environment free from harassing conduct, including sexual harassment. Harassment is a form of discrimination that is offensive, impairs morale, undermines the integrity of employment relationships, and causes serious harm to the productivity, efficiency and stability of our organization, and will not be tolerated.

Employees will be held accountable for doing their part to ensure that all applicants, program participants, customers, partners, and employees are provided equal access to the opportunities, programs, and services available, and are not faced with persistent and unwelcome conduct or actions on any of the bases listed above. NRCS and FSA will ensure appropriate corrective or disciplinary action is taken against violators who engage in discriminatory or harassment behavior.

Our employees are our greatest asset. We must strive to create and maintain an inclusive environment in which every employee is respected, trusted, and valued regardless of differences. We can achieve and maintain a diverse workforce with an abundance of opportunities for every employee to reach his or her full potential.

We look forward to working with you to assure that our employees, partners, and clients find an agency and work environment that is positive, productive, and focused on agriculture and natural resource conservation.

JUAN C. HERNANDEZ
NRCS State Conservationist

DONOVAN TODD, III
FSA State Executive Director

Equal Employment Opportunity Complaint Process –
http://www.nrcs.usda.gov/about/civilrights/Title_VII.html

USDA is an equal opportunity
provider and employer.

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